



## PRESIDENT'S MESSAGE

More and more interest is being shown in our employment service as time goes on and we are getting numerous inquiries concerning Engineering Societies Personnel Service. This Service is a separate non-profit and self-supporting corporation, sponsored by the four Founder Societies and having five additional societies of which Illinois Society of Professional Engineers is one, as affiliates. A nominal fee is charged when a placement is made and this is the way the Service can sustain itself without being a burden to the various societies.

After having been present at several meetings of the Chicago Advisory Committee and learning how the Service is operated, I can assure the members of Illinois Society of Professional Engineers that a sincere effort is being made to render the highest caliber, professional service that is possible. There are no high pressure tactics or fast moving deals which are sometimes encountered in some private agencies and all those who enter the office are treated courteously and with a desire to be of assistance.

The Service tries to screen applicants and positions as carefully as they can, considering the tremendous number of position opportunities available for the shortage of engineers which exists today. If more engineers would register with the Service, they could do a better job of bringing employers and employees together in a satisfactory manner concerning engineers and technical positions.

One of the questions asked of us the most frequently is: "How do we initiate the steps necessary to use our Service?" There are two main divisions in operating this type of service. One is as important as the other.

If an employer is seeking assistance in finding an engineer all he has to do is write to Engineering Societies Personnel Service, Inc., at 84 East Randolph Street, Chicago 1, Illinois or telephone them at State 2-2748. They will want to know the following information: name of company, address, telephone number, the person to be contacted, the title of the position, minimum educational requirements, approximate age bracket, minimum experience required and the type of experience which come closest to filling the position. They will also want to know if any specific knowledge is required. Then a brief description of the actual duties to be performed is necessary. One of the most important things today is the approximate salary range the applicant can expect. This is extremely important as applicants do not

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## VOX SECRETARII

by ASSISTANT SECRETARY ROBERTS

### Chapter Activity

One of the most satisfying experiences of a Chapter President is for him to inaugurate a special project for his Chapter and then watch it grow to a successful completion.

For its June meeting, Central Illinois Chapter invited the Mayor and the City Councilmen of Decatur, Illinois to meet with them and discuss city finances and taxation. Mayor Robert E. Willis told the Chapter, "we want to find out what tax will do the job." Each of the commissioners discussed various methods of taxation and outlined the major requirements of their departments budgetwise. The attitude of the whole meeting was one of mutual helpfulness. Byron Toney, member of Central Illinois Chapter said, "I have never known of an administration which started out with a more favorable public acceptance than the present one."

Chapter President Herman W. Dorn is to be congratulated in leading Central Illinois Chapter in a meeting which will not only bring a better understanding between the people and its city government but will also be a long step toward better government in Decatur. The meeting was reported in detail by the Decatur papers.

This kind of meeting is an excellent example of good public relations and the pattern set by Central Illinois Chapter could well be used by other Chapters all of whom are interested in good public relations and better government.

### Miscellany

With the Summer gone, Chapter activity and membership campaigns will be revived. . . . Secretary Babbitt submitted to serious surgery on August 18th but is now gaining strength every day. . . . Wanted—Two applications. . . .

## COST OF LIVING INDEX

The correction factor to be applied to the I. S. P. E. Schedule of Minimum Fees and Salaries was 185.5 for July, 1951. The factor is based upon the U. S. Department of Labor's most recent Consumer Price Index.

### SUBSCRIPTION RATES

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# Proposed Changes in Code of Ethics and Proposed Amendments to Constitution

In accordance with actions and instructions of the Board of Direction at its May 19 meeting, the revised Code of Ethics and the proposed amendments to the Constitution and By-Laws of the Illinois Society of Professional Engineers approved by the Board at that time and by subsequent letter ballot are herewith submitted to the membership of the Society for consideration and ballot.

Except as otherwise noted, proposed deletions are contained in [brackets] and proposed additions are in *italics*. Members who do not have copies of the current Constitution of the Society may refer to those in the Handbooks of the President and the Secretary of each Chapter.

Only corporate members of the Society are eligible to vote. In order to be counted, the accompanying mailing-card ballot must be returned to the Secretary's office not later than October 1, the date set by the Board.

## Proposition 1

Recommendations that the national Canons of Ethics for Engineers be adopted by the Illinois Society of Professional Engineers were approved at both the 66th and 68th Annual Meetings. However, this can be effected only by changing our Code of Ethics, which according to Article IV, Section I, of our Constitution, requires the vote of the Society.

The present Code consists of four parts: [Introduction, Preamble, Ethics] (in four sub-parts: *A. General Principles, B. Relations with the Public, C. Relations with Clients and Employers, D. Relations with Engineers*), and [Practice]. The following revision was recommended by our Society's Committee on Ethics and Practice and approved at the 66th Annual Meeting.

PROPOSAL. a. Transfer first sentence of current [Preamble] to [Introduction], which will then read: "*In the interest of the public welfare and the advancement of the engineering profession the following Code of Ethics and Practice is subscribed to by the membership of the Illinois Society of Professional Engineers. It is a code of practice intended as a statement of conduct which is considered correct and honorable. It should be given careful study and meditation. Any engineer whose conduct departs from this code of practice should be sure he is honorably justified in his actions.*"

b. Substitute for rest of [Preamble] the words of the Foreword of the National Canons.

c. Substitute for the four parts (19 paragraphs) of [Ethics] the four parts (28 numbered sections) the body of the National Canons.

d. Amend [Practice] as follows:

1. Renumber Paragraph [1] as *Sec. 29*.
2. Delete Paragraphs [2, 3, 4,] and [5].
3. Renumber Paragraph [6] as *Sec. 30*.
4. Add: "*Sec. 31. He shall discourage indiscriminate and improper use of the term 'Engineer' and shall bear in mind that the aim of engineers should be to restrict the term to those legally recognized as professional men.*"

"*Sec. 32. He shall promote efforts tending to interest engineers in the humanities with a view to active participation in public affairs.*"

5. Delete Paragraphs [7, 8,] and [9].

## Proposition 2

At the 66th Annual Meeting recommendations of the Ethics and Practice Committee for two amendments to the Constitution with regard to expulsion of persons from the Society were approved in principle and referred to the Constitutional Amendment Committee for review. Developments within the last year have voided the first recommendation and for the second the following wording has been approved by the Board.

PROPOSAL. Amend Article V, Section 8, to read: "The Board of Direction shall consider the expulsion of a person belonging to the Society and if circumstances appear to warrant action the Board shall prepare confidential charges and shall submit them to the person. He may present a defense, either in person or in writing, to the Board of Direction at a meeting of which he shall receive due notice. Affirmative votes of two-thirds of the members of the Board *present and voting* shall be required to expel. *If three-fourths of the Executive Committee of a Chapter recommend to the Board of Direction of the Society the expulsion of a person belonging to the Chapter, or if the State Committee on Ethics and Practice recommends to the Board the expulsion of a person belonging to the Society, the Board must proceed in accordance with the above provisions of this section.* In case of expulsion the Board shall notify the person and the Society."

## Proposition 3

At an earlier meeting the Board of Direction approved in principle a proposal that in conformity with the National Society Constitution all engineers not eligible for registration and full membership should be elected as Engineers-in-Training instead of Juniors and directed the Constitutional Amendment Committee to draft the necessary provisions. The approved revision follows.

PROPOSAL. a. Amend Article III, to read: "Section 1. The Society shall consist of Honorary Members, National Members, State Members, *Engineers-in-Training*, Juniors, Students, and Affiliates . . . ."

"Sections 2, 3, and 4. (No change.)

"Section 5. *An Engineer-in-Training shall be a person who is eligible, as determined by the Board of Direction, for certification as such by the State of Illinois Department of Registrations and Education, and who is an E-i-T member of the National Society of Professional Engineers.*

"Section [5.], 6. A Junior shall be a person who [has graduated from a recognized engineering college or who has had not less than four years engineering experience but who is not qualified for corporate membership,] *was admitted to this grade prior to October 1, 1951.*

"Section 7. *Engineers-in-Training and Juniors must apply for transfer to a higher grade not later than ten years after admission to their respective grades.*"

Section [6.], 8. (Re students; no change.)

Section [7.], 9. (Re Affiliates; no change.)

"Section 10. *Any person belonging to the Society who becomes eligible for a higher grade shall be subject to advancement to that grade by action of the Board of Direction, effective as of January 1 following his change of status.*"

"Section 11. *Any person belonging to the Society who fails to comply with any provision of this article shall be dropped.*"

b. Amend Article VI, Section 1, to read: "Effective as of [January 1, 1947]. October 1, 1951, the Annual Dues . . . . State Member—\$10.00

*Engineer-in-Training—\$6.00 plus N.S.P.E. E-i-t dues . . . ."*

## Proposition 4

Also at another earlier meeting, the Board of Direction approved a proposal to establish in the State Society the grade of Life Member and directed the Constitutional Amendment Committee to draft the necessary provisions. The approved revision follows:

PROPOSAL. a. Amend Article III to read: "Section 1. The Society shall consist of Honorary Members, *Life Members*, National Members, State Members, Juniors, Students, and Affiliates. Honorary Members, *Life Members*, National Members, and State Members shall constitute the corporate membership of the Society, and a Corporate Member who has maintained his mem-



bership in good standing for twenty-five years shall be designated as a Senior Member."

Section 2. (No Change.)

"Section 3. *A Life Member shall be a person who (1) has retired from active practice of professional engineering on account of age or disability, (2) has been a Corporate Member of the Society for twenty years or more, and (3) has made a written request for Life Membership.*"

Sections [3-7] to be renumbered respectively 4-8, but otherwise no change.

b. Amend Article VI, Section 1, to read: "Section 1. Effective as of [January 1, 1947], *October 1, 1951*, the Annual Dues for the various grades of the Society shall be as follows:

"Honorary and Life Members, not members of N.S.P.E.—Nothing

Honorary and Life Members, members of N.S.P.E.—N.S.P.E. dues only

...."

Note. Upon approval of both Propositions 3 and 4, the section numbers of Article III and the wording of Article III, Section 1, and of Article VI, Section 1, as modified to incorporate all approved changes will necessarily be slightly different than in either proposal.

### Proposition 5

Repeal of the following obsolete provisions is recommended: Article IV, Section 5. [All incumbents of elective positions in the Society and in the Chapters prior to the adoption of the current amended Constitution shall continue to serve until the expiration of the term of office to which each was elected.]

Article VIII, Section 4. . . . [Incumbent Representatives whose current terms of office expire between the closures of the 1946 and the 1947 Annual Meetings of the Society shall continue to serve until the close of the 1947 Annual Meeting; those whose terms expire between the closures of the 1947 and the 1948 Annual Meetings continue to serve until the close of the 1948 Annual Meeting.]

### Proposition 6

From time to time it has been advocated that solicitation of new members would be encouraged (a) if applicants were not required to pay dues until their applications had been approved and (b) if applicants admitted between July 1 and December 1 were required to pay dues only for half a year. A resolution introduced by the Chicago Chapter Representative to effect this practice was approved by the Board.

PROPOSAL. a. Amend Article V, Section 4, to read: "Candidates for admission or transfer in grade shall make application in writing on a printed form provided by the Society. [The application shall be accompanied by an amount equal to one year's dues for the grade for which the candidate is applying, which will be refunded if the applicant is not admitted. . . .]"

b. Amend Article V, Section 5, to read: ". . . . All applications approved by the Chapters exercising the power of election shall be forwarded, together with the [application fees] proper dues, to the Secretary of the Society, who shall send the membership cards of such newly elected members to the Secretaries of the respective Chapters."

c. Amend Article VI, Section 3, to read: "Persons admitted to the Society between [January 1] *December 1 of one year and June 30 of the following year*, inclusive, shall pay a full year's dues; persons admitted between July 1 and November 30, inclusive, shall [be credited with payment of dues for half of the following year] *pay half a year's dues*; persons admitted in December shall be credited with payment of dues for [all of] the following year."

The Board has ordered the vote tabulation on October 1st. Note: If you desire to cast a secret ballot, enclose the mailing card in a plain envelope marked "Ballot," then enclose the ballot envelope in a mailing envelope addressed to the Secretary's office with your name and address on the outside. MARK YOUR BALLOT AND MAIL TODAY.

### Proposition 7

Section 8 of the current By-Laws provides that they may be amended at annual meetings. Scheduling of the next annual meeting for April has created certain constitutional complications which can be satisfactorily solved only by a prompt revision of certain constitutional provisions, which in turn involve certain provisions of the By-Laws. Consequently the Board voted to request the membership of the Society to make the necessary changes possible by waiving the current amendment provision of the By-Laws and approving the following revision of it.

PROPOSAL. Revise By-Laws, Section 8, to read: "These By-Laws may be amended *only (1) by a two-thirds vote of the corporate members present at any annual Business Meeting [not less than fifteen members voting] or (2) by a majority vote by letter ballot of the members.*"

Note. Any changes in the By-Laws included in the following proposals will not become valid upon approval of the propositions unless this proposition (No. 7) is approved.

### Proposition 8

PROPOSAL. a. Amend Article VIII, Section 1, to read: "[Subsequent to February 1, 1946,] the The President and the Vice President shall be elected by letter ballot of the corporate members. The names of the candidates nominated by the Past Presidents Committee shall be printed in the ILLINOIS ENGINEER or otherwise communicated to the corporate members of the Society not [less] *later than October 31* or ninety days next preceding the Annual Meeting of the Society at the close of which the elected nominees shall take office, *whichever date is earlier*. Nominations of members eligible for these offices may be made also by letter signed by not less than 10 corporate members of the Society, provided that such letter be accompanied by the written consent of the nominee or nominees and be transmitted to reach the Secretary's office not later than *November 30* or sixty days next preceding the Annual Meeting of the Society at the close of which the elected nominees shall take office, *whichever date is earlier*, and also provided that no member of the Society may sign such a letter nomination for more than one candidate for each office."

b. Amend By-Laws, Section 5a, to read: "a. The Past-Presidents Committee shall consist of the three latest available Past Presidents. This Committee shall advise the President concerning matters of interest to the Society. It shall present, with the consent of each respective candidate, the name of one nominee for each office to be filled by election by the Society or by the Board of Direction. The names of the Committee's nominees shall be transmitted to reach the Secretary's office not [less] *later than September 30* or 120 days next preceding the Annual Meeting at the close of which the elected nominees shall take office, *whichever date is earlier.*"

### Proposition 9

PROPOSAL. Amend By-Laws, Section 1, to read: "The Annual Meeting of the Society shall be, if possible in such place as determined by the Society at the previous annual business meeting, and at such time, [preferably in January,] as shall be determined by the Board of Direction. The Board of Direction may change the place of meeting if unforeseen circumstances necessitate. The place and date of the Annual Meeting shall be announced by mail to the Society not less than 20 days in advance of the meeting."

### Proposition 10

For the several years since the Society has retained a commercial auditor to audit its books, which task was set up in the By-Laws as the prime duty of the Audit and Finance Committee, that com-



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mittee has been one largely of form to comply with the By-Laws and as such its personnel for practical purposes has been identical with the personnel of the Budget Committee. In realistic recognition of this situation, the following amendment is submitted.

PROPOSAL. a. Amend Article IX, Section 2, to read: The Vice President shall serve as Comptroller of the Society and as such shall countersign all checks for expenditures approved by the Board of Direction. He shall serve also as Chairman of the Budget and Finance Committee.

b. Amend By-Laws, Section 5, as follows: "b. The [Audit] Budget and Finance Committee shall consist of [not less than three persons, at least one of whom shall be a] the Vice President as Chairman ex-officio, the President, the Secretary-Treasurer, and one other member of the Board of Direction. This Committee shall prepare an annual budget which shall be presented for consideration by the Board of Direction prior to the beginning of each fiscal year and shall recommend revisions of the adopted budget when and as necessary. It shall advise the Board of Direction otherwise concerning the finances of the Society. It, shall be responsible for the audit of the books of the Treasurer, and shall report thereon to the Society at its annual business meeting.

[c. The Budget Committee shall consist of the Vice President as Chairman ex-officio, the President, the Secretary-Treasurer, and one other member of the Board of Direction.]

Subsections [5d, 5e, and 5f] to be renumbered 5c, 5d, 5e.

### Proposition 11

In recognition of the increase in membership in the Society since the current constitution was adopted and in the belief that the quorum required for the annual business meeting should exceed the Board of Direction in numbers, the following amendment is proposed.

PROPOSAL. Revise By-Laws, Section, 2, to read: "[Ten] Thirty corporate members shall constitute a quorum for the transaction of business."

Note. This proposal makes unnecessary the portion of Section 8 whose deletion is included in proposition No. 7.

### President's Message

(Continued from page 1)

show any interest whatsoever in a position which list an open salary and in order to serve you best, the Service must have the salary information.

Many of the employers today are paying the placement fee or splitting it with the applicant. If this can be mentioned in your position description, it will create more interest and the Service will be able to recommend more applicants which will give you a wider selection.

If the individual engineer wants to register and be exposed to the many fine opportunities available, all he has to do is stop in the office, telephone or write giving his name and address. The Service has a general information sheet giving the contract arrangements, schedule of fees and other important information that the applicant wants to know. These sheets are given to all applicants with other registration materials.

For the men outside of the Chicago area, or for those who cannot stop in the office, the Service has a weekly bulletin of positions available which can be procured by subscription, the rates for which can be had by contacting Engineering Societies Personnel Service.

The Service is trying to help you and will do all that they can if you will only get in touch with them. It is believed that this Service fills a need which your Society could not provide for you in any other manner. Use it to help you with your employment problems and you will find it is well worth our being affiliated with it.

V. E. GUNLOCK,  
President I.S.P.E.